

**SECRET**

14 June 1971

25X1A MEMORANDUM FOR: [REDACTED]  
 25X1A THROUGH : [REDACTED] Historical Officer, Office  
 of Personnel  
 FROM : Support Services Historical Officer (SSHO)  
 SUBJECT : CIA Recruitment, 1947-70 (draft of 30 Apr 71)  
 25X1A REFERENCE : Memo for [REDACTED] from SSHO, same  
 subject, dated 26 Feb 71

1. I have finished reviewing the 30 April 1971 version of the paper on Recruitment, and it is a considerable improvement over the initial draft. The added details are very useful to the story. There are however several items which were raised in the initial review (see referenced memo of 25 Feb 71) which are not yet adequately covered:

a. Although you have explained Agency policies with reference to the hiring of blacks in an adequate manner, you have failed to give more than passing comment to the story of recruitment of professional women. The single sentence on p. 50 (which is completely out of context as it now appears) tells nothing about the requirements for professional women, the offices which levy such requirements, the average grades at which professional women are recruited (and how this compares to the grade of males), or the attrition rate among the female professionals. As noted in my previous memo (par. 3c) this segment of the story should be included.

b. I would also ask that you add an Appendix of some of the newspaper reports of the attacks on recruiting officers -- while these items are undoubtedly in Mr. [REDACTED] files, they also have a legitimate place in the recruitment history.

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GROUP 1  
 Excluded from automatic  
 downgrading and  
 declassification

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c. In par. 3g of my memo of 26 Feb 71, I requested data on the joint recruiting effort of OP with OER and OSI. No additional information on this subject appears in the current version of the paper. ~~Some~~ details are needed on the make up of the joint recruiting teams, the numbers recruited for specialized jobs in OSI and OER, the general grade structure, the specialities being sought, the center of recruiting efforts vis a vis the expertise desired, and the attrition rate among such recruits compared to run-of-the mill professional hires.


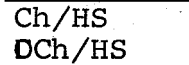
d. If educational bonuses, specific or implied, were used as part of the joint recruitment effort, this needs to be spelled out. Also since you mentioned that many of the CTs whom the Agency assisted in obtaining commissions in the military services resigned the Agency almost immediately upon completing their military obligation, what can be said about those who accepted the educational benefits offered by OER and then flew the coop when they had acquired their degrees and/or training? In both instances, some specific numbers of bodies assigned to the Agency either to meet military obligations or specifically recruited with educational inducements should be spelled out.

e. A special report on the University Consultants' program is mentioned on p. 8, but neither the text nor the Appendix regarding the report indicate the origin, date, or authors of the report.

2. I believe that the items I have suggested in the preceding paragraph can be prepared as inserts to the present copy of the text, and, for that reason, I am not returning the copy of the report -- I will forward it for further editing by this Staff and review your inserts as they are completed and returned to me.

3. This is a useful report and the additional information should make your story more complete. If you have further questions, please call me.

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**History of Recruitment**

Historical Officer/OP  
626 C of C

3 December 1971

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[REDACTED]  
203 Key Bl.

The History of ~~CIA~~  
Recruitment is returned  
herewith as reworked by the  
author in accordance with  
your request.

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[REDACTED]